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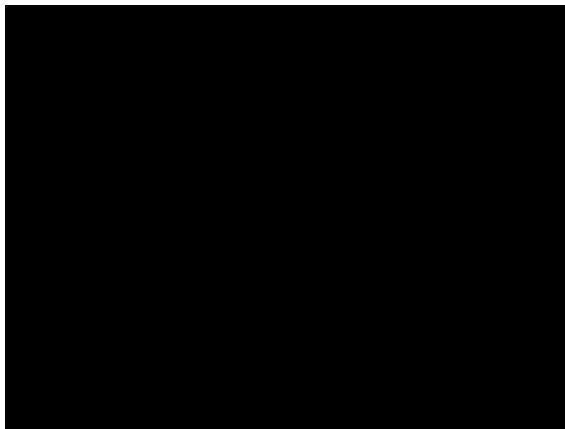
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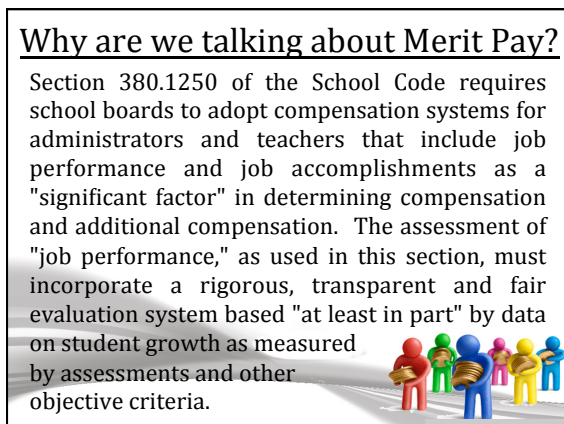
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**What are our concerns about Individual Merit Pay?**

- Can cause staff division
- Can cause competition rather than collaboration
- Can encourage cheating
- Historical lack of success
- Can discourage teachers from taking on classrooms with low-performing students

**Is it really effective in raising student achievement?**




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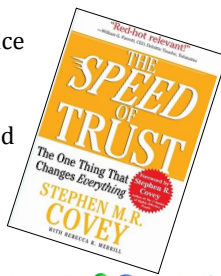

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***The Principle of Alignment***

- Credit for high performance is abundantly shared
- Match behaviors and expectations to the desired outcome
- Create structures that support what we value


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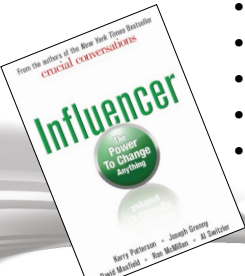

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***The Six Sources of Influence***

- Personal Motivation
- Personal Ability
- Social Motivation
- Social Ability
- Structural Motivation
- Structural Ability


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"Although fate presents the circumstances,  
how you react depends on your character."

-Anonymous

"Anything worth doing, is worth  
doing well."

-Lord Chesterfield in 1746



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We decided to "dive"  
right in!



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How?

- Research
  - Oscoda
  - Very few "group" examples
- Formed Merit Pay Committee



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### Guiding Thoughts / Inspiration

- Governor's "dashboard" concept
- PLC model
- Celebrate what is important to us
- Individual accountability
- Questions...
  - What are we trying to accomplish?
  - What do we value?
  - Who is included?

**Wanna see it???**



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### Not done...

- What's next?
  - FAQs
  - Contract language
  - Stakeholder input process
  - Communication
- Will we share?



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